

APPLICABLE DEPARTMENT OF LABOR
WAGE DETERMINATIONS AND
COLLECTIVE BARGAINING AGREEMENTS

Northern District of Florida – 11th Judicial Circuit

Northern District of Florida – 11th Judicial Circuit

<u>State</u>	<u>City</u>	<u>County</u>	<u>Wage Det.</u>	<u>Date</u>	<u>Union</u>
Florida	Panama City	Bay	1994-3007 Rev 3	6/7/2002	N/A
	Pensacola	Escambia	1994-2121 Rev 23	9/25/2002	N/A
	Gainesville	Alachua	2001-0324 Rev 2	9/10/2001	United Government Security Officer of America Local 221
	Tallahassee	Leon	2001-0324 Rev 2	9/10/2001	United Government Security Officer of America Local 221

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1894-3007
Revision No.: 3
Date of Last Revision: 06/07/2002

State: Florida

Area: Florida County of Bay

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.87
01012	Accounting Clerk II	10.74
01013	Accounting Clerk III	12.72
01014	Accounting Clerk IV	15.39
01030	Court Reporter	10.17
01050	Dispatcher, Motor Vehicle	11.54
01080	Document Preparation Clerk	8.93
01070	Messenger (Courier)	7.32
01090	Duplicating Machine Operator	8.93
01110	Film/Tape Librarian	10.91
01115	General Clerk I	8.50
01116	General Clerk II	8.25
01117	General Clerk III	9.66
01118	General Clerk IV	10.85
01120	Housing Referral Assistant	11.45
01131	Key Entry Operator I	8.12
01132	Key Entry Operator II	9.91
01191	Order Clerk I	9.51
01192	Order Clerk II	12.45
01261	Personnel Assistant (Employment) I	7.65
01262	Personnel Assistant (Employment) II	9.71
01263	Personnel Assistant (Employment) III	11.38
01264	Personnel Assistant (Employment) IV	12.78
01270	Production Control Clerk	12.22
01290	Rental Clerk	9.03
01300	Scheduler, Maintenance	10.72
01311	Secretary I	10.24
01312	Secretary II	10.95
01313	Secretary III	11.45
01314	Secretary IV	12.52
01315	Secretary V	13.84
01320	Service Order Dispatcher	10.21
01341	Stenographer I	8.47

01342	Stenographer II	10.63
01400	Supply Technician	12.54
01420	Survey Worker (Interviewer)	10.21
01460	Switchboard Operator-Receptionist	7.87
01510	Test Examiner	10.95
01520	Test Proctor	10.95
01531	Travel Clerk I	8.93
01532	Travel Clerk II	9.50
01533	Travel Clerk III	10.03
01611	Word Processor I	7.63
01612	Word Processor II	9.17
01613	Word Processor III	9.88
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	9.22
03041	Computer Operator I	10.63
03042	Computer Operator II	12.64
03043	Computer Operator III	14.37
03044	Computer Operator IV	16.07
03045	Computer Operator V	17.52
03071	Computer Programmer I (1)	14.54
03072	Computer Programmer II (1)	17.99
03073	Computer Programmer III (1)	21.65
03074	Computer Programmer IV (1)	24.68
03101	Computer Systems Analyst I (1)	21.31
03102	Computer Systems Analyst II (1)	24.51
03103	Computer Systems Analyst III (1)	27.82
03160	Peripheral Equipment Operator	11.66
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	17.84
05010	Automotive Glass Installer	16.05
05040	Automotive Worker	16.05
05070	Electrician, Automotive	16.84
05100	Mobile Equipment Servicer	14.27
05130	Motor Equipment Metal Mechanic	17.84
05160	Motor Equipment Metal Worker	16.05
05190	Motor Vehicle Mechanic	17.84
05220	Motor Vehicle Mechanic Helper	13.32
05250	Motor Vehicle Upholstery Worker	15.19
05280	Motor Vehicle Wrecker	16.05
05310	Painter, Automotive	16.94
05340	Radiator Repair Specialist	16.05
05370	Tire Repairer	13.79
05400	Transmission Repair Specialist	17.84
07000	Food Preparation and Service Occupations	
	Food Service Worker	7.21
07010	Baker	10.02

07041	Cook I	8.91
07042	Cook II	10.02
07070	Dishwasher	8.52
07130	Meat Cutter	10.47
07250	Waiter/Waitress	7.12
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	16.94
09040	Furniture Handler	12.50
09070	Furniture Refinisher	16.94
09100	Furniture Refinisher Helper	13.32
09110	Furniture Repairer, Minor	15.19
09130	Upholsterer	16.94
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	7.24
11080	Elevator Operator	7.69
11090	Gardener	9.72
11121	House Keeping Aid I	6.75
11122	House Keeping Aid II	7.22
11150	Janitor	7.69
11210	Laborer, Grounds Maintenance	7.77
11240	Maid or Houseman	7.44
11270	Pest Controller	9.76
11300	Refuse Collector	6.94
11330	Tractor Operator	9.07
11360	Window Cleaner	8.40
12000	Health Occupations	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	9.80
12072	Licensed Practical Nurse II	10.99
12073	Licensed Practical Nurse III	12.30
12100	Medical Assistant	10.05
12130	Medical Laboratory Technician	11.70
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.27
12222	Nursing Assistant II	8.17
12223	Nursing Assistant III	8.92
12224	Nursing Assistant IV	10.00
12250	Pharmacy Technician	12.19
12280	Phlebotomist	10.40
12311	Registered Nurse I	15.03
12312	Registered Nurse II	18.40
12313	Registered Nurse II, Specialist	18.40
12314	Registered Nurse III	22.26

12315	Registered Nurse III, Anesthetist	22.26
12318	Registered Nurse IV	26.87
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.58
13011	Exhibits Specialist I	16.79
13012	Exhibits Specialist II	20.45
13013	Exhibits Specialist III	24.06
13041	Illustrator I	16.79
13042	Illustrator II	20.45
13043	Illustrator III	24.06
13047	Librarian	12.85
13050	Library Technician	11.65
13071	Photographer I	12.90
13072	Photographer II	16.26
13073	Photographer III	18.59
13074	Photographer IV	21.87
13075	Photographer V	26.44
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	6.94
15030	Counter Attendant	6.49
15040	Dry Cleaner	7.37
15070	Finisher, Flatwork, Machine	6.94
15090	Presser, Hand	6.94
15100	Presser, Machine, Drycleaning	7.83
15130	Presser, Machine, Shirts	6.94
15160	Presser, Machine, Wearing Apparel, Laundry	6.94
15190	Sewing Machine Operator	8.32
15220	Tailor	8.70
15250	Washer, Machine	7.15
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	16.94
19040	Tool and Die Maker	20.53
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.08
21020	Material Coordinator	16.41
21030	Material Expediter	16.41
21040	Material Handling Laborer	10.44
21050	Order Filler	10.18
21071	Forklift Operator	13.03
21090	Production Line Worker (Food Processing)	13.32
21100	Shipping/Receiving Clerk	10.33
21130	Shipping Packer	9.55
21140	Store Worker I	8.75
21150	Stock Clerk (Shelf Stocker, Store Worker II)	11.60
21210	Tools and Parts Attendant	13.68

21400	Warehouse Specialist	12.55
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	17.84
23040	Aircraft Mechanic Helper	13.32
23050	Aircraft Quality Control Inspector	18.75
23080	Aircraft Servicer	15.19
23070	Aircraft Worker	16.05
23100	Appliance Mechanic	18.94
23120	Bicycle Repairer	13.79
23125	Cable Splicer	17.84
23130	Carpenter, Maintenance	16.94
23140	Carpet Layer	16.05
23160	Electrician, Maintenance	17.84
23181	Electronics Technician, Maintenance I	17.92
23182	Electronics Technician, Maintenance II	20.74
23183	Electronics Technician, Maintenance III	21.85
23280	Fabric Worker	15.19
23290	Fire Alarm System Mechanic	17.84
23310	Fire Extinguisher Repairer	14.27
23340	Fuel Distribution System Mechanic	17.84
23370	General Maintenance Worker	16.05
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.84
23430	Heavy Equipment Mechanic	17.84
23440	Heavy Equipment Operator	17.84
23460	Instrument Mechanic	17.84
23470	Laborer	9.00
23500	Locksmith	16.94
23530	Machinery Maintenance Mechanic	19.48
23550	Machinist, Maintenance	17.84
23580	Maintenance Trades Helper	13.32
23640	Millwright	17.84
23700	Office Appliance Repairer	16.94
23740	Painter, Aircraft	16.94
23760	Painter, Maintenance	16.94
23780	Pipefitter, Maintenance	17.84
23800	Plumber, Maintenance	16.94
23820	Pneumatic Systems Mechanic	17.84
23850	Rigger	17.84
23870	Scale Mechanic	18.05
23890	Sheet-Metal Worker, Maintenance	17.84
23910	Small Engine Mechanic	16.05
23930	Telecommunication Mechanic I	17.84
23931	Telecommunication Mechanic II	18.75
23950	Telephone Lineman	17.84
23960	Welder, Combination, Maintenance	17.84
23965	Well Driller	17.84
23970	Woodcraft Worker	17.84
23980	Woodworker	14.27

24000	Personal Needs Occupations	
24570	Child Care Attendant	6.94
24580	Child Care Center Clerk	8.72
24800	Chore Aid	8.52
24830	Homemaker	9.91
25000	Plant and System Operation Occupations	
25010	Boiler Tender	17.84
25040	Sewage Plant Operator	16.94
25070	Stationary Engineer	17.84
25190	Ventilation Equipment Tender	13.32
25210	Water Treatment Plant Operator	16.94
27000	Protective Service Occupations	
	Police Officer	14.75
	Alarm Monitor	7.40
27004	Corrections Officer	11.87
27008	Court Security Officer	12.33
27010	Detention Officer	11.87
27040	Firefighter	11.86
27101	Guard I	6.74
27102	Guard II	7.40
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	14.56
28020	Hatch Tender	14.58
28030	Line Handler	14.56
28040	Stevedore I	13.72
28050	Stevedore II	15.29
29000	Technical Occupations	
21150	Graphic Artist	18.39
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archaeological Technician I	10.08
29024	Archaeological Technician II	11.34
29025	Archaeological Technician III	14.00
29030	Cartographic Technician	14.73
29035	Computer Based Training (CBT) Specialist/ Instructor	21.19
29040	Civil Engineering Technician	16.17
29061	Drafter I	11.77
29062	Drafter II	14.13
29063	Drafter III	16.71
29064	Drafter IV	20.36
29061	Engineering Technician I	9.05
29062	Engineering Technician II	10.14
29083	Engineering Technician III	11.36

29084	Engineering Technician IV	14.06
29085	Engineering Technician V	17.22
29086	Engineering Technician VI	20.82
29090	Environmental Technician	14.06
29100	Flight Simulator/Instructor (Pilot)	24.51
29180	Instructor	17.16
29210	Laboratory Technician	14.42
29240	Mathematical Technician	14.06
29381	Paralegal/Legal Assistant I	12.87
29382	Paralegal/Legal Assistant II	14.71
29383	Paralegal/Legal Assistant III	16.00
29384	Paralegal/Legal Assistant IV	21.77
29390	Photopics Technician	12.78
29480	Technical Writer	19.19
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	25.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.61
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.66
29622	Weather Observer, Upper Air	13.66
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	12.82
31280	Parking and Lot Attendant	7.89
31290	Shuttle Bus Driver	10.77
31300	Taxi Driver	10.01
31381	Truckdriver, Light Truck	10.77
31382	Truckdriver, Medium Truck	11.47
31383	Truckdriver, Heavy Truck	13.32
31394	Truckdriver, Tractor-Trailer	13.32
99000	Miscellaneous Occupations	
99020	Animal Caretaker	7.72
99030	Cashier	6.77
99041	Carnival Equipment Operator	8.85
99042	Carnival Equipment Repairer	9.49
99043	Carnival Worker	7.39
99050	Desk Clerk	7.18
99095	Embalmer	17.93
99300	Lifeguard	7.33
99310	Mortician	17.93
99350	Park Attendant (Aide)	9.21
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.15
99500	Recreation Specialist	11.63
99510	Recycling Worker	8.85
99810	Sales Clerk	7.33

99620	School Crossing Guard (Crosswalk Attendant)	7.39
99630	Sport Official	6.37
99658	Survey Party Chief (Chief of Party)	11.13
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.12
99680	Surveying Aide	6.66
99690	Swimming Pool Operator	11.02
99720	Vending Machine Attendant	9.14
99730	Vending Machine Repairer	11.02
99740	Vending Machine Repairer Helper	9.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ^{\$2.86} \$2.45 an hour or ^{\$94.40} \$88.00 a week or ^{\$409.07} \$372.87 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year. New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and clearing of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosives, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.57 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1983, as amended by the Third Supplement, dated March 1987, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2121

Revision No.: 23

Date of Last Revision: 09/25/2002

State: Florida

Area: Florida Counties of Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, Washington

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.75
01012	Accounting Clerk II	10.84
01013	Accounting Clerk III	12.83
01014	Accounting Clerk IV	15.62
01030	Court Reporter	11.70
01060	Dispatcher, Motor Vehicle	12.64
01080	Document Preparation Clerk	8.89
01070	Messenger (Courier)	7.32
01090	Duplicating Machine Operator	8.89
01110	Film/Tape Librarian	10.91
01115	General Clerk I	6.72
01116	General Clerk II	8.63
01117	General Clerk III	9.99
01118	General Clerk IV	11.22
01120	Housing Referral Assistant	12.11
01131	Key Entry Operator I	9.90
01132	Key Entry Operator II	12.09
01191	Order Clerk I	9.98
01192	Order Clerk II	13.07
01261	Personnel Assistant (Employment) I	7.85
01262	Personnel Assistant (Employment) II	9.71
01263	Personnel Assistant (Employment) III	11.36
01264	Personnel Assistant (Employment) IV	12.76
01270	Production Control Clerk	13.44
01290	Rental Clerk	10.38
01300	Scheduler, Maintenance	11.34
01311	Secretary I	10.83
01312	Secretary II	11.58
01313	Secretary III	12.11
01314	Secretary IV	13.25
01315	Secretary V	14.64
01320	Service Order Dispatcher	11.09

01341	Stenographer I	9.74
01342	Stenographer II	12.22
01400	Supply Technician	13.25
01420	Survey Worker (Interviewer)	11.74
01480	Switchboard Operator-Receptionist	9.36
01510	Test Examiner	11.58
01520	Test Proctor	11.58
01531	Travel Clerk I	9.78
01532	Travel Clerk II	10.40
01533	Travel Clerk III	10.98
01611	Word Processor I	8.72
01612	Word Processor II	10.48
01613	Word Processor III	11.07
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	9.22
03041	Computer Operator I	10.28
03042	Computer Operator II	12.23
03043	Computer Operator III	13.90
03044	Computer Operator IV	18.12
03045	Computer Operator V	18.95
03071	Computer Programmer I (1)	14.47
03072	Computer Programmer II (1)	17.82
03073	Computer Programmer III (1)	21.55
03074	Computer Programmer IV (1)	24.58
03101	Computer Systems Analyst I (1)	19.49
03102	Computer Systems Analyst II (1)	22.42
03103	Computer Systems Analyst III (1)	25.57
03160	Peripheral Equipment Operator	11.27
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	17.84
05010	Automotive Glass Installer	17.86
05040	Automotive Worker	16.05
05070	Electrician, Automotive	18.94
05100	Mobile Equipment Servicer	14.27
05130	Motor Equipment Metal Mechanic	17.84
05160	Motor Equipment Metal Worker	16.05
05190	Motor Vehicle Mechanic	17.84
05220	Motor Vehicle Mechanic Helper	13.32
05250	Motor Vehicle Upholstery Worker	15.19
05280	Motor Vehicle Wrecker	16.05
05310	Painter, Automotive	16.94
05340	Radiator Repair Specialist	16.05
05370	Tire Repairer	13.79
05400	Transmission Repair Specialist	17.84
07000	Food Preparation and Service Occupations	
	Food Service Worker	6.74

07010	Baker	10.02
07041	Cook I	8.91
07042	Cook II	10.02
07070	Dishwasher	6.72
07130	Meat Cutter	10.51
07250	Waiter/Waitress	7.12
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	16.94
09040	Furniture Handler	12.50
09070	Furniture Refinisher	16.94
09100	Furniture Refinisher Helper	13.32
09110	Furniture Repairer, Minor	15.10
09130	Upholsterer	16.94
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	7.21
11060	Elevator Operator	7.21
11090	Gardener	10.51
11121	House Keeping Aid I	6.76
11122	House Keeping Aid II	7.21
11150	Janitor	7.43
11210	Laborer, Grounds Maintenance	8.40
11240	Maid or Houseman	6.76
11270	Pest Controller	9.69
11300	Refuse Collector	7.21
11330	Tractor Operator	9.80
11360	Window Cleaner	7.62
12000	Health Occupations	
12020	Dental Assistant	10.96
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.94
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	10.79
12160	Medical Record Clerk	10.75
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.58
12222	Nursing Assistant II	8.62
12223	Nursing Assistant III	9.30
12224	Nursing Assistant IV	10.42
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	16.82
12312	Registered Nurse II	20.59
12313	Registered Nurse II, Specialist	20.59

12314	Registered Nurse III	24.91
12315	Registered Nurse III, Anesthetist	24.91
12318	Registered Nurse IV	29.85
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.56
13011	Exhibits Specialist I	16.79
13012	Exhibits Specialist II	20.45
13013	Exhibits Specialist III	24.05
13041	Illustrator I	15.26
13042	Illustrator II	18.59
13043	Illustrator III	21.87
13047	Librarian	16.26
13050	Library Technician	11.85
13071	Photographer I	13.86
13072	Photographer II	16.16
13073	Photographer III	19.68
13074	Photographer IV	23.16
13075	Photographer V	26.00
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	6.94
15030	Counter Attendant	6.94
15040	Dry Cleaner	7.98
15070	Finisher, Flatwork, Machine	6.94
15080	Presser, Hand	6.94
15100	Presser, Machine, Drycleaning	6.94
15130	Presser, Machine, Shirts	6.94
15160	Presser, Machine, Wearing Apparel, Laundry	6.94
15190	Sewing Machine Operator	8.96
15220	Tailor	9.46
15250	Washer, Machine	7.32
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	16.94
19040	Tool and Die Maker	20.53
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.08
21020	Material Coordinator	16.41
21030	Material Expediter	16.41
21040	Material Handling Laborer	10.44
21050	Order Filler	10.18
21071	Forklift Operator	12.50
21080	Production Line Worker (Food Processing)	13.32
21100	Shipping/Receiving Clerk	10.33
21130	Shipping Packer	9.55
21140	Store Worker I	8.75
21150	Stock Clerk (Shelf Stocker, Store Worker II)	11.60

21210	Tools and Parts Attendant	13.32
21400	Warehouse Specialist	12.04
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	17.84
23040	Aircraft Mechanic Helper	13.32
23050	Aircraft Quality Control Inspector	18.75
23060	Aircraft Servicer	15.19
23070	Aircraft Worker	16.05
23100	Appliance Mechanic	16.94
23120	Bicycle Repairer	13.79
23125	Cable Splicer	17.84
23130	Carpenter, Maintenance	16.94
23140	Carpet Layer	16.05
23180	Electrician, Maintenance	17.84
23181	Electronics Technician, Maintenance I	18.29
23182	Electronics Technician, Maintenance II	21.17
23183	Electronics Technician, Maintenance III	22.30
23260	Fabric Worker	15.19
23290	Fire Alarm System Mechanic	17.84
23310	Fire Extinguisher Repairer	14.27
23340	Fuel Distribution System Mechanic	17.84
23370	General Maintenance Worker	16.05
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.84
23430	Heavy Equipment Mechanic	17.84
23440	Heavy Equipment Operator	17.84
23460	Instrument Mechanic	17.84
23470	Laborer	9.00
23500	Locksmith	16.94
23530	Machinery Maintenance Mechanic	19.48
23550	Machinist, Maintenance	17.84
23580	Maintenance Trades Helper	13.32
23640	Millwright	17.84
23700	Office Appliance Repairer	16.94
23740	Painter, Aircraft	16.94
23760	Painter, Maintenance	16.94
23790	Pipefitter, Maintenance	17.84
23800	Plumber, Maintenance	16.94
23820	Pneumatic Systems Mechanic	17.84
23850	Rigger	17.84
23870	Scale Mechanic	16.05
23880	Sheet-Metal Worker, Maintenance	17.84
23910	Small Engine Mechanic	16.05
23930	Telecommunication Mechanic I	17.84
23931	Telecommunication Mechanic II	18.75
23950	Telephone Lineman	17.84
23960	Welder, Combination, Maintenance	17.84
23965	Well Driller	17.84
23970	Woodcraft Worker	17.84

23980	Woodworker	14.27
24000	Personal Needs Occupations	
24570	Child Care Attendant	7.13
24580	Child Care Center Clerk	8.88
24600	Chore Aid	6.52
24630	Homemaker	9.91
25000	Plant and System Operation Occupations	
25010	Boiler Tender	17.84
25040	Sewage Plant Operator	16.94
25070	Stationary Engineer	17.84
25190	Ventilation Equipment Tender	13.32
25210	Water Treatment Plant Operator	16.94
27000	Protective Service Occupations	
	Police Officer	16.89
27004	Alarm Monitor	7.40
27006	Corrections Officer	13.55
27010	Court Security Officer	14.11
27040	Detention Officer	14.11
27070	Firefighter	14.78
27101	Guard I	6.74
27102	Guard II	7.40
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	14.56
28020	Hatch Tender	14.56
28030	Line Handler	14.56
28040	Stevedore I	13.72
28050	Stevedore II	15.29
29000	Technical Occupations	
21150	Graphic Artist	18.39
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archaeological Technician I	10.12
29024	Archaeological Technician II	11.39
29025	Archaeological Technician III	14.06
29030	Cartographic Technician	13.59
29035	Computer Based Training (CBT) Specialist/ Instructor	19.49
29040	Civil Engineering Technician	16.17
29061	Drafter I	11.83
29062	Drafter II	14.19
29063	Drafter III	16.79
29064	Drafter IV	20.45
29081	Engineering Technician I	9.21
29082	Engineering Technician II	10.31

29083	Engineering Technician III	11.55
29084	Engineering Technician IV	14.28
29085	Engineering Technician V	17.50
29086	Engineering Technician VI	21.16
29090	Environmental Technician	14.06
29100	Flight Simulator/Instructor (Pilot)	23.19
29160	Instructor	17.16
29210	Laboratory Technician	13.72
29240	Mathematical Technician	14.06
29361	Paralegal/Legal Assistant I	10.26
29362	Paralegal/Legal Assistant II	11.74
29363	Paralegal/Legal Assistant III	14.96
29364	Paralegal/Legal Assistant IV	17.37
29360	Photooptics Technician	13.53
29480	Technical Writer	21.11
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.69
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.72
29622	Weather Observer, Upper Air (3)	13.72
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	12.62
31260	Parking and Lot Attendant	7.69
31280	Shuttle Bus Driver	10.77
31300	Taxi Driver	9.74
31361	Truckdriver, Light Truck	11.85
31362	Truckdriver, Medium Truck	12.22
31363	Truckdriver, Heavy Truck	12.61
31364	Truckdriver, Tractor-Trailer	12.61
99000	Miscellaneous Occupations	
99020	Animal Caretaker	6.86
99030	Cashier	6.90
99041	Carnival Equipment Operator	8.99
99042	Carnival Equipment Repairer	9.64
99043	Carnival Worker	7.51
99050	Desk Clerk	7.50
99095	Embalmer	17.93
99300	Lifeguard	7.33
99310	Mortician	17.93
99350	Park Attendant (Aide)	9.21
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.23
99500	Recreation Specialist	11.63
99510	Recycling Worker	8.49

99610	Sales Clerk	7.33
99620	School Crossing Guard (Crosswalk Attendant)	7.09
99630	Sport Official	6.37
99658	Survey Party Chief (Chief of Party)	11.28
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.25
99660	Surveying Aide	6.74
99690	Swimming Pool Operator	10.24
99720	Vending Machine Attendant	8.49
99730	Vending Machine Repairer	10.24
99740	Vending Machine Repairer Helper	8.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 \$94.40 \$409.07
 \$2.16 an hour or \$86.66 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, miking, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

UNIFORM ALLOWANCE

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniforms cleaning and maintenance is made the responsibility of the employees, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$0.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

NOTES APPLYING TO THIS WAGE DETERMINATION

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-753-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Compliance Process:

The contracting officer shall require that any class of service employees which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such contracted classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such contracting process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The contracted classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract (See Section 4.8 (C)(v)). When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

(1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and compares a proposed rate(s).

(2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or designation of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

(3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.8(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 2001-0324
Revision No.: 2
Date of Last Revision: 09/10/2001

State: Florida

Area: Florida Counties of Alachua, Bay, Escambia, Leon

Employed on Justice contract for protective services.


Collective Bargaining Agreement between Knight Protective Services, Inc. and United Government Security Officers of America Local 221-Gainesville effective August 1, 2001 through July 31, 2004.

Collective Bargaining Agreement between Knight Protective Services, Inc. and United Government Security Officers of America Local 221-Tallahassee effective August 1, 2001 through July 31, 2004.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

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